United Nations ST/IC/2005/61/Amend.1

Secretariat

5 May 2006

Information circular*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: **Revised salary scales for staff in the General Service and related ca. gories at Headquarters**

1. In accordance with article 12 of its statute, the International Civil Service Commission is currently conducting a comprehensive survey of the best prevailing conditions of employment in New York in 2005 for the purpose of making recommendations to the Secretary-General on the salary scales of staff in the General Service and related categories at Headquarters. The representatives of administration and staff actively participate in all aspects of the survey, including the selection of employers and jobs to be surveyed. The data collection began on 1 November 2005.

2. The purpose of the present information circular is to inform the staff that, while the survey of best prevailing conditions of employment for staff in the Security Service category has been completed, the surveys for the General Service and the Trades and Crafts categories are ongoing. It is expected that the surveys for the General Service and the Trades and Crafts categories would be completed in time for the consideration of the Commission at its 2006 summer session.

3. The analysis of the data collected for the staff in the Security Service category resulted in an overall increase of 3.87 per cent over the current net salaries in effect on 1 May 2005. On the basis of the recommendation of the Commission contained in the letter of the Chairman of the Commission dated 12 April 2006, the Secretary-General decided to promulgate the revised salary scale for the staff in the Security Service category, effective 1 November 2005.

4. The amount of dependency allowances remains unchanged until the completion of the surveys for the staff in the General Service and the Trades and Crafts categories. At that time, the amounts of the first and second language allowances will also be revised.

* The present circular, which cancels and supersedes the section and salary scale relating to the staff in the Security Service category only, as reflected in circular ST/IC/2005/61 dated 2 November 2005, will be in effect until further notice.

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5. The implementation of the revised salary scale, which is contained in the annex to the present circular, will be reflected in the end of May 2006 payroll.

6. Those former Security Service staff members who left the service of the United Nations between 1 November 2005 and 30 April 2006 will be eligible to receive the retroactive increases that resulted from the implementation of the revised salaries, effective 1 November 2005, upon presentation of a written claim to their former executive offices. Such claims must be made within one year of the date of issuance of the present circular.

Annex

Salary scale for staff in the Security Service category at Headquarters

(United States dollars)

Effective 1 November 2005

Level		Steps												
		I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*
7	(Gross)	82 326	85 552	88 778	92 004	95 230	98 457	101 683	104 909	108 135•				
	(Gross pension)	79 441	82 449	85 457	88 465	91 539	94 765	97 991	101 217	104 443•				
	(Total net)	61 805	64 031	66 257	68 483	70 709	72 935	75 161	77 387	79 613•				
	(Net pension)	61 805	64 031	66 257	68 483	70 709	72 935	75 161	77 387	79 613•				
	(NPC)	0	0	0	0	0	0	0	0	0•				
6	(Gross)	76 216	79 219	82 222	85 225	88 228	91 230	94 233	97 236	100 239•				
	(Gross pension)	73 743	76 543	79 343	82 143	84 943	87 743	90 543	93 545	96 548•				
	(Total net)	57 589	59 661	61 733	63 805	65 877	67 949	70 021	72 093	74 165•				
	(Net pension)	57 589	59 661	61 733	63 805	65 877	67 949	70 021	72 093	74 165•				
	(NPC)	0	0	0	0	0	0	0	0	0•				
5	(Gross)	70 058	72 849	75 641	78 432	81 223	84 014	86 806	89 597	92 388•				
	(Gross pension)	68 002	70 604	73 207	75 810	78 412	81 015	83 618	86 220	88 823•				
	(Total net)	53 340	55 266	57 192	59 118	61 044	62 970	64 896	66 822	68 748•				
	(Net pension)	53 340	55 266	57 192	59 118	61 044	62 970	64 896	66 822	68 748•				
	(NPC)	0	0	0	0	0	0	0	0	0•				
4	(Gross)	63 812	66 371	68 930	71 490	74 049	76 609	79 168	81 728	84 287•				
	(Gross pension)	62 177	64 564	66 950	69 337	71 723	74 110	76 496	78 883	81 269•				
	(Total net)	49 030	50 796	52 562	54 328	56 094	57 860	59 626	61 392	63 158•				
	(Net pension)	49 030	50 796	52 562	54 328	56 094	57 860	59 626	61 392	63 158•				
	(NPC)	0	0	0	0	0	0	0	0	0•				
3	(Gross)	59 520	61 494	63 503	65 512	67 520	69 529	71 538	73 546	75 555	77 564	79 572•		
	(Gross pension)	58 230	60 030	61 889	63 762	65 635	67 508	69 381	71 254	73 127	75 000	76 873•		
	(Total net)	46 045	47 431	48 817	50 203	51 589	52 975	54 361	55 747	57 133	58 519	59 905•		
	(Net pension)	46 045	47 431	48 817	50 203	51 589	52 975	54 361	55 747	57 133	58 519	59 905•		
	(NPC)	0	0	0	0	0	0	0	0	0	0	0•		
2	(Gross)	53 682	55 374	57 066	58 758	60 483	62 297	64 112	65 926	67 741	69 555	71 370	73 184	74 999•
	(Gross pension)	52 620	54 246	55 872	57 498	59 124	60 765	62 457	64 149	65 841	67 533	69 225	70 916	72 608•
	(Total net)	41 725	42 977	44 229	45 481	46 733	47 985	49 237	50 489	51 741	52 993	54 245	55 497	56 749•
	(Net pension)	41 725	42 977	44 229	45 481	46 733	47 985	49 237	50 489	51 741	52 993	54 245	55 497	56 749•
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0•
1	(Gross)	47 834	49 351											
	(Gross pension)	46 999	48 458											
	(Total net)	37 397	38 520											
	(Net pension)	37 397	38 520											
	(NPC)	0	0											

Dependency allowances (US$ net per annum):

Child	2 217
Except for the first dependent child of a single, widowed or divorced staff member	3 246
Dependent spouse	3 562
Secondary dependant (for staff who become eligible on or after 1 June 2004)	1 307
(for staff on board and already in receipt of amount prior to 1 June 2004)	1 318

Language allowances (to be included in pensionable remuneration) (US$ net per annum):

First language	1 920
Second language	960

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

*Long-service step:

Step IX at levels S-4 to S-7, step XI at level S-3 and step XIII at level S-2 are long-service steps.

The qualifying criteria for in-grade increases to the long-service step are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations common system and five years of service at the top regular step of the current grade;

(b) The staff member's service should have been satisfactory.

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.